



Firefighter

Paramedics are Highly Desirable

Paramedic assignments are based on availability and may be assigned after two years of service through a competitive process.

Position Overview

Torrance Fire Department (TFD) invites you to apply for a rewarding and satisfying career in public service as a **FIREFIGHTER**. Join a public safety department that prides itself as an integral part of the Torrance community. TFD is dedicated to protecting and providing for life safety, environmental protection, and property conservation through education, hazard reduction, and emergency response.

TFD is one of the few departments nationally to obtain the prestigious ISO Class 1 rating. The City takes great pride in the quality of its staff, stations, and equipment. The Department provides 24-hour "all-risk" safety service by staffing seven engine companies, two truck companies and five paramedic rescue units. These resources are geographically distributed throughout the City's six fire stations and are commanded by a shift battalion chief. The same personnel and apparatus are available to respond to all other types of emergency incidents. Cross discipline of these resources gives us a rapid response to all types of incidents throughout the city.

Annual Base Salary Range

\$58,314.24 - \$67,492.20

Trainee (10 week training period)

\$58,242.16 Base Salary
(\$3,936.21) 6.75% Employee Retirement Deduction (PERS)
\$54,378.03 Annual Salary

Firefighter (Completion of training)

\$58,242.16 Base Salary
\$1687.31 EMT-1 Certification
\$4082.00 HazMat 1st Responder
\$3498.85 Education Incentive (60 units)
(\$8,447.80) 12.5% Employee Retirement Deduction (PERS)
\$59,662.81 Annual Salary

Firefighter (After 2 years of service)

\$70,465.02 Base Salary with Certifications
\$3,213.91 Paramedic Assignment (if assigned)
\$5,785.04 Education Incentive (90 units)
(\$9,933.00) 12.5% Employee Retirement Deduction (PERS)
\$69,530.98 Annual Salary

Premium Assignment Pay (By competitive process)

As you develop your skills and grow in your career in the Torrance Fire Department, you can earn additional premium pay by assignment. Our Department offers a variety of assignments as follows:

Hazardous Materials Response Team	5% - 13%
Paramedic	5% - 19%

Education/Training Incentives

The Department supports employee development through continuous education and a trained workforce that is current on techniques and skills to meet the needs of the Fire Science field. As such, education incentive pay and training reimbursement programs are available to our Firefighters.

Education Incentive Pay (3% - 12%), Seminar Reimbursement, and Tuition Reimbursement Program. An additional 3% premium available upon completion of 8 years of service and BA/BS that includes 30 units in Fire Science for a maximum of 15%.

Work Schedule

The standard work hours require a 48/96 schedule.

How Do I Apply?

Apply online at www.TorranceCA.Gov/Jobs/.

Interested candidates must submit an **online** City application and supplemental application.

The application filing period opens **Tuesday, October 13, 2015, 7:30 a.m.** and closes **Wednesday, October 14, 2015, 5:30 p.m.**

Important Information: Please read Testing Process thoroughly regarding the written test requirements for the City of Torrance.

Benefits

For more details on our benefits package, visit our website's benefit link by going to www.TorranceCA.Gov. Click "Job Opportunities," then "Salary Resolutions", then on the Torrance Fire Fighters Association link.

- ★ Vacation, Sick, and Holiday Leave; Health, Dental, Vision, Life Insurance.
- ★ Retirement benefits through the California Public Employees Retirement System (CalPERS). The City offers the 2.7% @ 57 plan which is funded through both employer and employee contribution. Employee contribution is 12.5% (on a pre-tax basis).





Firefighter

Candidate Profile**

Minimum Requirements

Age: Must be 21 years of age by the final filing date of October 14, 2015.

Smoking: Must be a non-smoker; smoking on/off duty is prohibited.

E.M.T. Candidates must possess a current EMT-1 certification and obtain a Los Angeles County Emergency Medical Technician 1 Certificate prior to the completion of probation (within first year of employment following Academy training).

Education: Equivalent to graduation from high school.

License: Valid driver's license. Must obtain a Firefighter Restricted Class C License prior to the completion of probation.

Medical: Must meet NFPA Standard 1582, "Medical Requirements for Fire Fighters".

In addition to the minimum requirements, the certification/training listed below is **highly desirable**:

- Certificate of Completion of a Fire Fighter 1 Academy.
- Possession of a valid Paramedic License (Los Angeles County preferred).
- Experience as a volunteer or auxiliary Firefighter.
- Certification such as Rescue Systems 1 & 2, CPR, Hazmat First Responder, and other fire courses offered through the State Fire Marshal's Office.

Testing Process

**After review of the application packets received, only those candidates whose training and experience best meet the City's needs as defined by the candidate profile will be invited to participate in the testing process.

The testing process will consist of a written test (60%) and a panel interview (40%).

Written Test: The written test is administered through **Ergometrics/National Testing Network** www.nationaltestingnetwork.com. Upon invitation to the examination process, the City of Torrance will contact the candidates requesting submission of scores through National Testing Network. **FireTEAM Scores must be submitted to NTN by Monday, November 9, 2015.** FireTEAM Scores will only be accepted through National Testing Network.

Panel Interview: Anticipated to be scheduled for the week of December 7, 2015.

Physical Ability Certification: CPAT or Biddle standardized physical abilities certification is required of all candidates and must be dated within one calendar year of December 11, 2015. (Information regarding submission of PAT certification will be given at a later date.)

More details regarding the Firefighter recruitment and testing process can be found on the Firefighter FAQ webpage.

Special Notes

Successful candidates must qualify in a department interview(s), background investigation (including polygraph), psychological exam, and medical exam prior to selection. Please Note: Must have a valid Paramedic License to be invited to a hiring interview with the Fire Chief.

Applicants with disabilities who require special testing arrangements must notify Human Resources by the final application filing date, Wednesday, October 14, 2015.

The provisions of this announcement do not constitute an expressed or implied contract and any provisions contained in this announcement may be modified or revoked without notice.



CITY OF TORRANCE
FIREFIGHTER (Job Code 15107112)
SUPPLEMENTAL APPLICATION

You **MUST COMPLETE** the standard City application **AND** the supplemental application.

The information provided in your responses will be used to determine who is **best qualified** to proceed to the next stage of the selection process.

- 1a. Have you completed a Fire Academy?
☐Yes ☐In Progress ☐No
- 1b. If yes, please provide the name of the Academy.
- 1c. If in progress at a Fire Academy, when will you complete the program?

- 2. Do you have a Fire Fighter 1 Certification?
☐Yes ☐No

- 3a. Do you have a current EMT-1 certification?
☐Yes ☐No
- 3b. If yes, list the County/State that issued the EMT-1 Certification.
- 3c. Do you have experience as an EMT?
☐Yes ☐No
- 3d. If yes, list agency and dates of employment (month/year).

- 4a. Have you completed training as a Paramedic?
☐Yes ☐In Progress ☐No
- 4b. If in progress, when will you complete the training?
- 4c. Do you have a Paramedic License?
☐Yes ☐In Progress ☐No
- 4d. If yes, list the County/State that issued Paramedic License and the effective date (month/year).
- 4e. If in progress, when will you obtain your Paramedic License (month/year)?
- 4f. Do you have experience as a paramedic?
☐Yes ☐No
- 4g. If yes, list agency and dates of employment (month/year).

- 5a. Do you have experience as a Torrance Fire Department Auxiliary Firefighter?
☐Yes ☐No
- 5b. If yes, list dates of experience/employment (month/year)?

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Firefighter (Job Code 15107112)
Supplemental Application
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- 6a. Do you have experience as a volunteer, Explorer, Cadet or Auxiliary Firefighter with another agency?
☐Yes ☐No
- 6b. If yes, list Title of Position, Agency & dates of experience/employment (include # of hours and/or shifts worked).
7. Have you obtained additional certification related to the position of Firefighter?
- a. Rescue Systems ☐Yes ☐No
 - b. HazMat ☐Yes ☐No
 - c. CPR ☐Yes ☐No
 - d. First Aid ☐Yes ☐No
 - e. Other ☐Yes ☐No
- If other, please list: _____
8. Do you have a valid Firefighter Restricted Class B or C license?
☐Yes ☐No
9. I certify that the information I have provided is true and accurate to the best of my knowledge. I understand that this information is subject to verification with my former employers, and that misrepresentation may cause me to forfeit all opportunities to be considered for employment with the City of Torrance.
☐Yes ☐No